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Justice

International Ladies' Garment Workers' Union  
(ILGWU)

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9-15-1965

## Justice (Vol. 47, Iss. 18)

International Ladies Garment Workers Union (ILGWU)

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## Justice (Vol. 47, Iss. 18)

### Keywords

International Ladies' Garment Workers' Union, ILGWU, labor unions, clothing workers, textile workers, garment workers, garment industry, New York, United States

### Comments

*Justice* was the official publication of the International Ladies' Garment Workers' Union ILGWU from 1919 to 1995. Editions of *Justice* were published in English, Italian, Spanish, and Yiddish. When compared side by side, the content of some of these different editions of *Justice* shows significant differences. This is the English-language edition of *Justice*.

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## JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

Vol. XLVII, No. 18

Jersey City, N.J., September 15, 1965

Price 10 Cts

GEB Sets Master Pact Dept.,  
Asks Retirement Benefit Rise

The ILGWU General Executive Board at its meeting last week turned a sharp focus on three problem areas of major union concern:

1. Basic changes in the nature and conduct of the women's garment industry.
2. The growing political, legislative and legal framework with which union and industry problems must be dealt with.
3. The increasingly complex social benefit needs of the garment workers and the operation of welfare funds.

The GEB met at Unity House from September 7 to 10 with Pres. David Dubinsky chairing the sessions.

The board also gave attention to the union's continuing organizational and administrative problems. In addition to reviewing contracts, unionizing drives and current negotiations, the General Executive Board:

- Established a Master Agreement Department and named Wilbur Daniels to be its director.

- Designated Murray Gross, manager of Local 66, to be an ILGWU vice president.

- Approved making a formal request to the forthcoming special meeting of the board of trustees of the ILGWU National Retirement Fund to raise monthly benefit payments to retirees from the present \$50 to \$60 (for New York cloakmakers from present \$65 to \$70).

- Approved the New York Liberal Party ticket headed by John V. Lindsay and Timothy Costello and pledged financial support.

- Added a subsection on non-union production to the ILGWU Guide.

- Urged stricter enforcement of the Wage and Hour Law.

- Set a study of retirees' needs.

Pres. Dubinsky opened his review of the state of the

ILGWU by summarizing recent changes in the population of the union. In the first half of 1965 ILGWU membership was virtually unchanged, dropping 700 to a total of 441,600. But in the 12 months ending June 1965, the membership of the union grew by 4,100.

Major gains during 1964-65 were scored by the Northeast Department with a rise of 600, the Cloak Out-of-Town Department, with a rise of 1,600, Eastern Region up 700. In the year, membership in Canada rose by 1,100 and in Puerto Rico by 1,250. Among other gains were 500 in the Southeast Region, 800 in the Ohio-Kentucky Region and 600 in the Philadelphia area.

Pres. Dubinsky stressed that the vice presidents' reports on which he based his own comments indicated that after recent contract renewals almost all ILGWU contracts now provide for a second week of vacation and also stipulate minimum earnings for each of the crafts in the shop.

## Continuous Negotiations

He also emphasized that these and other gains are achieved through an almost continuous schedule of negotiations. In the period under review, for example, the Eastern Region has renewed agreements covering 1,918 workers in 33 shops; the Northeast Department is involved at present in negotiations covering 4,000.

In the Midwest Region in the past period, 1,700 were covered by the renewal with Garment Industries of Illinois, 1,400 in 10 other shops with new independent agreements and 3,805 in 24 other shops. Upper South Department is

(Continued on Page 31)

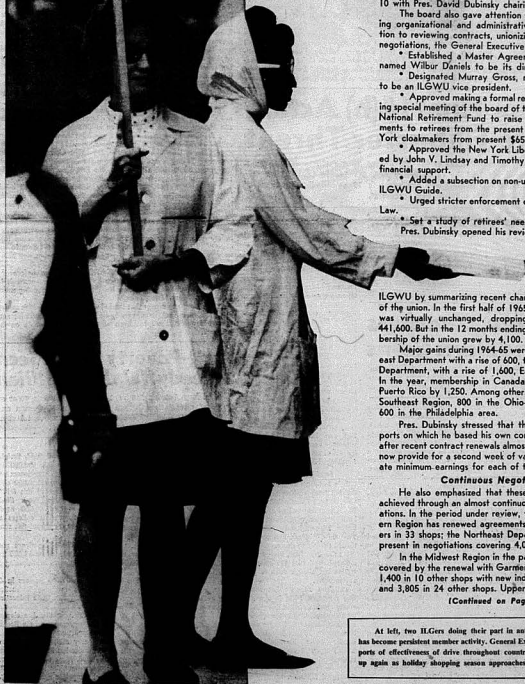
At left, two ILGWUers doing their part in anti-Judy Bond drive that has become persistent member activity. General Executive Board heard reports of effectiveness of drive throughout country that will be stepped up again as holiday shopping season approaches.

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**DUTCH TREAT.** Montreal ILGers (left to right) Jeanne Laboulaye and Corinne Lamarche, retirees, and Nicole Moisan and Simone Robidou go "Dutch" on their European holiday. Twenty-two Montreal dress workers were on the 3-week tour, sponsored by the Montreal Dress Joint Board. Educational Portage Yvette Charpentier led them through Denmark, Holland, France, Switzerland, Italy, and Portugal. Scheduled for the group's stay in Rome was an audience with Pope Paul at the Vatican.

## Push for Final 14(b) Action Despite Filibuster Threat

With a strong 12-3 endorsement of the bill passed by the House of Representatives to repeal Section 14(b) of the Taft-Hartley Act, the Senate Labor Committee urged the Senate to restore to workers and employers in 19 so-called "right-to-work" states the authority to negotiate a union shop agreement.

The formal report issued by the committee majority refused all charges from opponents of repeal that 14(b) is a necessary safeguard against federal invasion of states' rights and compulsory unionism, and strongly objected to the use of the term "right-to-work" in describing the laws.

These laws, the majority report

declared, guarantee no right of employment or job security for the worker and only add "bitterness" to the competition between states for industry.

In clearing the way for further action by the Senate, the committee defeated a series of Republican amendments introduced

to weaken the effectiveness of the House-passed bill.

Only the labor-ordered amendment sponsored by Senator Wayne Morse (D-Ore.), which enables workers who belong to religious sects which forbid membership in secular organizations to contribute an amount equal to union dues to any nonreligious, tax-exempt charity designated by the union, was adopted. Responsibility for screening the legitimacy of religious exemption claims will rest with the National Labor Relations Board.

The committee noted in its report that the religious sects asking special treatment indicated that they were not opposed to repeal of 14(b) and were not seeking to avoid the financial responsibilities of joining a union. Therefore it is expected that most cases involving religious exemption can be resolved through voluntary agreement between the individual and the union, without requiring NLRB certification.

### Last-Ditch Effort

In a last-ditch attempt to keep the bill from coming to a floor vote, Senator Everett Dirksen (R-Ill.) is planning to lead a Republican-Democrat coalition in a filibuster. Dirksen has threatened to "talk till Christmas, if necessary" to talk the bill to death.

At the same time, however, he acknowledged that the administration has enough votes to pass the measure.

President Johnson has stated that repeal of 14(b) is a major administration goal in this session of Congress. Under the present schedule, debate will begin after September 20 and Majority Leader Mike Mansfield (D-Mont.) has said that the Senate leadership intends to keep the bill right on schedule despite the threatened filibuster.

More than 350,000 members of the Steelworkers' union will get their first pay increase since 1961 under a 35-month contract signed with 10 major steel firms. The agreement will give the steelworkers a package of benefits, including more job security, valued by the union at 47.3 cents an hour for the life of the contract. The union called the settlement the "biggest and best wage and benefit package" negotiated in basic steel since 1956.

President Johnson announced the new agreement in a nationwide telecast. The chief executive and other government officials assisted in bringing about the final settlement. Bargaining talks had been moved from Pittsburgh to Washington at the President's request when negotiations appeared to have broken down and a national steel strike was imminent.

A highlight of the contract was a pension plan permitting retirement of 30-year-service employees at any age on pensions ranging from \$150 to \$175 a month. Another major develop-

## WASHINGTON LETTER

### Spotlight's on Labor Bills As Congress Aims at Exit

**WASHINGTON (PAI)**—With Congress pushing for an early adjournment the spotlight is being focused on efforts to pass key labor bills this session.

Progress on these measures, to date, will be nullified if action is postponed until next year. However, labor's legislative representatives feel strongly that prospects for passage are far better if the bills are approved this year. Labor has the backing of President Johnson, who has promised administration support for quick action on the measures. Following are the labor bills of prime concern to organized labor:

**REPEAL OF 14(b)**—This is labor's top priority item, to outlaw company state open shop laws as now permitted in Taft-Hartley. The repeal measure has passed the House and been approved by the Senate Labor Committee. There are sufficient votes in the Senate to pass the measure, but Minority Leader Everett McKinley Dirksen of Illinois and some Democrats are reported planning to filibuster against repeal. With Congress sticking to get home this means a touch-and-go situation.

The problem in the Senate is that a solid line must be held against amendments or the repeal proposal will be loaded down to the point that it could become unacceptable. The Senate Labor Committee did approve one amendment, one from Minority Leaders from the union shop coverage, and the House would probably accept this. Other amendments, however, would seriously endanger repeal.

**MINIMUM WAGE**—The House Labor Committee has reported out a bill to increase the wage floor from \$1.25 to \$1.75 an hour and expand coverage to 4.4 million additional workers.

The Committee has asked for a rule from the House Rules Committee to bring it to the House floor. However, with opposition developing in the Rules Committee, the Labor Committee has also filed for a 21-day rule to bypass the Rules Committee. If this route were used, September 27 would be the first time the bill could be called up and Congress wants to adjourn before that date.

**SITUS PICKETING**—This measure, which would permit building trades unions to picket construction sites in labor disputes, is now before the House Labor Committee, having been passed by the Labor Subcommittee.

From time to time Committee Chairman Adam Clayton Powell says that he will demand safeguards against racial discrimination before he will use the committee vote, but labor's legislative representatives are hopeful of early action. Once the bill gets to the floor the votes are there for passage. The Senate has not acted this year on the legislation.

**UNEMPLOYMENT COMPENSATION**—Hearings before the House Ways and Means Committee on a series of amendments to the present law which is 30 years old this year are continuing under Chairman Wilbur Mills (D-Ark.).

Mills does not expect that the bill will be acted upon this session of Congress. In fact, it appears to be definitely scheduled for next year. Meanwhile, there has been no action in the Senate on the proposal.

### Anti-Poverty Drive Seen Already Helping 3 Million

Far from being a failure, President Johnson's "War on Poverty" already has helped 3 million men, women and children in the United States, said Vice President Hubert H. Humphrey in a report to civic leaders.

This achievement, he said, was due to the cooperation of all sectors of national life including the AFL-CIO and its member unions which "have opened the way for greater job opportunity."

Humphrey listed the following achievements of the past year:

—The Community Action Program of the Office of Economic Opportunity "has already benefited some 3 million of the poor with more than 800 grants to some 750 cities and counties in all 50 states."

—The Neighborhood Youth Corps, aimed at helping young people remain in school or return to school, will have "more than 300,000 working in full or part time jobs by the end of the year."

—More than 300,000 young men and women 16 through 21 have applied for the Job Corps and the first 10,000 are "living, learning and working in 50 cen-

ters."

—Project Head Start, "originally planned to help 100,000 have given learning experiences to prepare more than 500,000 children to enter school this fall."

—The College Work Study program enabled 40,000 needy students from 750 colleges to earn income for school this summer.

—The Work Experience program is helping some 88,000 unemployed parents participating in projects in 42 states.

—Some 37,000 persons in 45 states are receiving instruction under the Adult Basic Education Program.

"In the year that has elapsed since Congress passed the Economic Opportunity Act of 1964," Humphrey said, "the conscience of America has been aroused and disturbed. More than 500 American communities have organized local campaigns against poverty."

## Garment Sales Keep Pace With Consumer Spending Surge

General business activity reached a new peak in the first half of 1965 with gross national product at an annual rate of \$665.9 billion, a real advance of 4.9% over the same 1964 period. However, unemployment, though reduced, hovers at 4.5%. Continued expansion through 1966. Because of the high level of consumer spending, retail sales of women's and children's wear rose 7% in the first six months, compared to 1964. This momentum continued into July and August as well.

As a result, activity in our industries was spurred. Compared to last year, the number of coats produced in the first six months rose 2% while suit output was up 5%. Coat and suit industry dollar volume, however, advanced only 1%.

Report on the current situation in the women's garment industry presented by Dr. Lazare Tepper, ILGWU research director, to the General Executive Board meeting at Unity House on September 8.

In unit-priced dresses, quantities produced gained 1%, but industry dollar volume was up 3%—better and medium lines outperformed the low end. Blouse unit production was up 7%, but blouse industry shipments rose 10% partly due to increasing sales of other products. A 3% rise in skirt output was accompanied by a 12% gain in skirt industry dollar volume.

The best showing was made by sweaters, with a 14% gain in number produced. There were also losses. The situation in lingerie was spotty, with 2% fewer slips made. Dozen-priced dresses declined 5% both in quantity and industry dollar vol-

ume. The available information indicates, however, gains in a number of other products—rainwear, swimwear and other playwear, children's outerwear and foundation garments.

Largely because of the renegotiation of major contracts last year, earnings of garment workers continued to rise. Employment was up and workers had more work in most trades. Together, more man-hours spent in the shops and higher earnings led to substantial payroll advances in the first six months—gains of 2% in dresses and undergarments, 5% in coats, suits, and skirts, 8 to 10% in blouses, miscel-

laneous women's outerwear, children's outerwear, corsets and brassieres and knit underwear, and 18% in knit underwear. The unemployment rate of experienced apparel workers did drop in the first half of 1965 to 8.2%, compared to the 4.8% rate for all experienced nonagricultural workers.

Imports of all types of apparel into the United States continue to pose a threat, increasing by 28% in value in the first half of 1965. The largest increases were in wool and synthetics where no international controls exist.

The current outlook for our industry is good. A few delivery bottlenecks, however, caused by delayed ordering by retailers, may stand in the way of developing the full sales potential.

## GEB Sets Master Pact Dept., Asks Pension Rise

(Continued from Page 1)

### GEB Calls for Stronger Minimum Pay Enforcing

Following are two statements on aspects of wage and hour law adopted by General Executive Board.

The GEB of the ILGWU is distressed by the evidence of continued violations and the lack of sufficient enforcement of the minimum wage and overtime provisions of the Fair Labor Standards Act. The number of inspections, though at an all-time high, fail to cover more than 5 percent of firms. At this rate it would appear that an average firm can only be inspected once in 20 years.

Even though the statute enables workers to sue their employers for the underpayments and for an equal amount as damages plus court costs and attorneys fees, this is done but rarely because workers fear the loss of their jobs. Even when the Department of Labor discovers violations, the employers frequently refuse to make restitution. In 1964, for example, such refusals accounted for 62 percent of the amount of discovered underpayments.

The GEB urges the Congress to remedy the situation and to overhaul and strengthen the enforcement features of this law. It urges that:

- (1) The time allowed to proceed against violators should be extended to at least 5 years from the present.
- (2) The Secretary of Labor should have the right to issue final determination of a fact binding on the courts after the employer has had an opportunity to be heard.
- (3) If suits have to be instituted for recovery of underpayments by the Secretary of Labor, the employers should be made liable for an equal amount in liquidated damages and for court costs.
- (4) Sufficient appropriations should be provided to permit an increase in inspection in order to secure better compliance.

This is in the public interest. The underpaid workers as well as the fair employers who do not violate the law will be benefitted and the cheating employers will be deprived of an unfair competitive advantage they now enjoy.

As in the past, some employers are greeting the drive for a more reasonable minimum wage with cries of impending disaster. Even though the present inadequate minimum condemns millions of Americans to poverty, they insist that lifting it will ruin the country.

Apparel industry experience shows that they were wrong every time they warned that the economy could not withstand the impact of a higher minimum, and that the immediate result would be a sharp curtailment in the number of jobs.

The record shows that as the minimum wage rose from less than 75 cents an hour in 1949 to \$1.25 in 1964, employment in the men's and women's apparel industry rose from 1,173,000 to 1,370,800.

The mistaken notion that lower wages mean more jobs is further discredited by this industry's experience with learner permits. These are issued by the Department of Labor to employers whenever wage rates even lower than the minimum wage are needed to prevent curtailment of employment opportunities for new workers.

But in the same period during which employment rose in the apparel industry, the number of learner certificates issued dropped from 2,737 in 1950, when the minimum was 75 cents, to 1,290 in 1964, after it rose to \$1.25. And even when employers did get permits, only a fraction of the authorized number of learners were hired.

Learners, like all other Americans, must eat and there are no special food prices for learners. The most effective inducement to enter the industry is the prospect of earning a reasonable living, and a high minimum wage will contribute meaningfully to that prospect.

### Murray Gross New Vice Pres.



Murray Gross, manager of New York Local 66 since 1955, has been named an ILGWU vice president, filling the vacancy left on the General Executive Board by the death of Harry Greenberg. 58 years old, was selected by the GEB at the opening session of its meeting last week at Unity House.

Gross, who became head of the 8,000-member bonnaz embroidery, tucking, plating and allied crafts local in October 1955 after the death of Zachary L. Freedman, has served the ILGWU in a number of major posts since he joined the union in 1928.

Becoming a member of Dress (Continued on Page 10)

renewing agreements covering 2,800.

In reporting on the progress of the ILGWU National Retirement Fund, Pres. Dubinsky said that the study undertaken by the fund's actuary is expected to be completed before the special meeting of the fund's board of trustees in October. The board consists of 30 union and 30 employer representatives from all markets and centers of the women's garment industry.

Information already at hand shows the feasibility of asking for the increase in the monthly retirement benefit by \$10 for those receiving \$50 a month at present and by \$5 for New York cloakmakers now receiving \$65. The proposed increase would raise the annual total of retirement benefits by \$3,500,000.

The ILGWU National Retirement Fund began to operate in January 1965 and was formed by merger of some 41 separate retirement funds. It does not cover garment workers in wool, who have their own arrangement. But it does provide for some 430,000 garment workers in the United States and Puerto Rico with its monthly benefits going to more than 37,000 retirees at present.

Members of the GEB heard a detailed review of the current election contest in New York City and of the Liberal Party drive for the election of John V. Lindsay for mayor and Timothy Costello for president of the city council along with other Liberal Party candidates. Participation in the lengthy discussion that followed were General Secretary-Treasurer Louis Stuber, First Vice Pres. Luigi Antonelli, and Vice Presidents Louis Nelson, and Henoch Mendelsohn.

Following the discussion, the (Continued on Page 10)

### Daniels Named To Coordinate Master Pacts



In order to deal with the increasing number and growing size and spread of giant firms that in recent years have appeared in the women's garment industry, the General Executive Board has approved the setting up of a new Master Pacts Department in the ILGWU General Office.

This action is in line with the board's earlier consideration of the need for such a department during its meeting last April, as well as the deliberations of the 32nd convention in May.

Emergence of large firms has created new problems for the union. The average size of garment shops remains small, but the new big firms, swollen by purchases of plants and mergers,

## Cutters Give '2 for Union' To Every N.Y. High School

Garment Cutters' Local 10 is presenting a copy of "Two for the Union," the ILGWU record, to every high school—public, private and parochial—in the City of New York Vice Pres. Moe Falkman, manager of the local, announced at the Unity House meeting of the General Executive Board. He expressed the hope that other ILGWU locals throughout the country would do the same in their own cities and towns.

Falkman declared that the recording, sold at 50¢ a copy, has been sent free to the high schools of the big city, makes it possible in each of these schools to let the young people hear Lyndon B. Johnson and John F.

Kennedy talk about the role of unions today and in the past. By means of this record children will sit in the classroom and hear these two great Presidents talk about what President Kennedy called, at the dedication of the ILGWU house in 1962, "the unfinished business of our society."

"How many times have we (Continued on Page 11)

# Name Ross to Philadelphia Bd. of Education

Philadelphia Mayor James H. J. Tate has named ILGWU Vice Pres. William Ross, manager of the Philadelphia Dress Joint Board, as a member of the city's Board of Education.

Ross was one of nine appointed to the new board, which is provided for under the new home-rule charter adopted by the city's voters in last spring's primary election.

This calls for the board's members to be chosen by the mayor from a list of 27 submitted by a nominating panel to whom more than 400 candidates had been proposed. This panel consists of home-rule citizens representing all sectors of the population.

Ross, whose nomination was backed unanimously by the Philadelphia AFL-CIO Council,

was the only labor candidate submitted to the selections panel.

Temporary chairman of the new school board, which will begin its duties sometime in December, is Richardson Dilworth, former mayor of Philadelphia, whose reform administration sparked the city's rebirth and redevelopment.

Before adoption of the home-rule charter, the old school board, which had 15 members, had been chosen by judges of the Common Pleas Court. Too often, its composition did not reflect the needs for meeting today's problems and challenges.

Appointment of Ross to this high city post is a tribute to his longtime interest and activity in the furthering of educational opportunities for adult workers as well as for children in various

parts of the country.

Most recently, he has been playing a major role in sponsoring the Philadelphia Tutorial Project (detailed in the August 1 Justice feature) for aiding children of union members to progress in their schoolwork.

His active participation in educational endeavors goes back to the Twenties, when he attended Brookwood Labor College. He also took part in a Brookwood labor exchange program under which he spent a year in Europe studying the continent's labor movement.

During this period, he also founded and was president of the Baltimore Labor College. Later, in the Thirties, he pioneered in formation of labor education programs for the ILGWU in Fall River, Mass., as well as health education facilities.

## N'East Buoys Pay for 350 At Pa. Little Prince, Jewel

Pay hikes ranging up to 26 cents an hour, increased piece rates and higher minimums highlight the terms of new three-year agreements hammered out last week covering some 350 workers at the Pennsylvania shops of Little Prince and Jewel Togs, snowsuit manufacturers, reports Vice Pres. David Gindgold, director of the Northeast Department.

These gains were won for some 250 workers of Little Prince at its shops in Winboro, Litch, Intercourse and Columbia, and for some 100 workers of Jewel Togs at plants in Columbia and Mount Joy.

The Little Prince pact, which goes into effect November 15, 1965, provides for an increase in the add-on from 31½ to 39½ percent over the life of the contract. In all the Little Prince shops, hourly pay raises will consist of 10 cents for floor workers, 22 cents for spreaders, 24 cents for cutters, and 20 cents for shipping and receiving room workers.

Under the pact, piece rates must be set to provide an earning opportunity of 15 percent above the minimum and an amount of money equal to 2 percent of labor costs is provided to increase piece rates on operations which do not yield satisfactorily.

The agreement further provided hikes in minimums for workers in all crafts. Also, employer contributions to the union's health and welfare fund will go from 2½ to 3 percent of payroll.

### Jewel Jumps

The agreement with Jewel Togs, which goes into effect October 1, 1965, calls for hourly pay hikes over the life of the contract of 20 cents for cutters and 14½ cents for spreaders.

The pact requires that piece rates be set to yield operators of average skill and ability an amount 15 percent above the minimum. It also requires that 20 cents-per-dozen snowsuits be used to increase piece rates on operations that do not yield satisfactorily.

Craft minimums will be raised, and employer contributions to the union's health and welfare fund will go from 2½ to 3 percent of payroll.

Spurheading the successful pact negotiations for the union was Harrisburg District Manager Eddie Milano, assisted by Business Agent Velma Haugh, and committees of workers from the affected shops.

### New Shops

In other Northeast developments, Pittston, Pa. Local 295 scored a triple triumph last month when it organized three new shops with a total of 80 workers. The shops are the pleasing firm of Sam Ron, Dathney Sportswear, and A and A Sportswear, the latter a longtime holdout.

The Allentown District Council signed a new 2½-year contract with Donna Lou Sportswear, of North Hampton, Pa. The agreement with the limited outerwear firm goes into effect on September 27, 1965. It was organized by Assistant Manager Alexander Huber and Business

Agent Herman Sackhoff.

In the Scranton District Council area, a first-time pact was signed by Joels Bloune, bringing terms of the standard blouse agreement to some 30 workers. They elected Josephine Scrimall as shop chair-lady and Marsha Gibbs as vice chair-lady.

## Schedule Dress District Meets

The following district meetings of New York Dressmakers' Local 22 will be held in coming weeks, it was announced by Vice Pres. Israel Breslow, local manager:

**Bronx-Harlem:** Thursday, September 30, right after work at Hunts Point Palace, 953 Southern Boulevard at 163rd St.

**Williamsburg-Brownsville:** Thursday, October 7, right after work, at Schwaben Hall, 474 Knickerbocker Ave.

**Boro Park:** Thursday, October 14, right after work, at Labor Lyceum, 1377-42nd St.

The agenda will include the manager's report on industry and union developments, as well as of the recent General Executive Board meeting.

Over 40 percent of all farm families are poor and more than 80 percent of nonwhite farm families live in poverty.



COLLEGE BOUND: N'East Local 351 Manager Marlin Rosato presents tuition checks of \$1,000 each to George Gregor and Lorraine Reighter, winners of Pa. local's annual scholarship awards.

## See Early Action By NLRB to Hit Marlene Tactics

The National Labor Relations Board is expected to issue a complaint charging the Marlene Industries Corporation with anti-labor practices "within the next day or two" as this issue of Justice goes to press.

The NLRB has been conducting a massive investigation of Marlene for more than a month.

In action resulted from ILGWU charges that the big non-union blouse and sportswear company, which employs approximately 3,000 workers in seven plants in Alabama, South Carolina and Tennessee, had been guilty of "mob violence against union organizers, chasing organizers out of town, threatening to kill union organizers" and "discriminatory

discharging employees for union activity."

The ILGWU charged, in addition, that Marlene has been violating the law by "threatening to close its plants in the event of union activity."

"The filing of an NLRB complaint will confirm our charges that Marlene, in its frantic efforts to prevent its workers from gaining the higher standards enjoyed by union members, has been guilty of gross and systematic violations of the law," Martin Z. Morand, director of the ILGWU's Southeast Region, said last week.

Morand said that the union is continuing in the face of continuing efforts at intimidation by the company is a tribute to the courage of these workers and to their determination to gain the higher wages and other benefits they can gain only through union action, he said.

"The fact that this is happening in the face of continuing efforts at intimidation by the company is a tribute to the courage of these workers and to their determination to gain the higher wages and other benefits they can gain only through union action," he said.

The organizing campaign is continuing to use a wide variety of techniques to reach Marlene workers and the communities in which they work and live.



UNANIMOUSLY OKAYED: At meeting held recently, Vice Pres. David Gindgold, director of the Northeast Department, detailed economic terms of new agreement reached with Barbison of Jessup, Pa. This was followed by unanimous ratification of terms by some 300 workers. Agreement was hammered out after two days of continuous negotiating sessions in which Pres. Dubinsky played important role. The lingerie manufacturer also has plants in Paterson, N.J. and Provo, Utah.

## JUSTICE

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## ILGWU: • Social Unionism in Action

### A Brief History

Following is the second in a series that tells the story of the ILGWU's pioneer role in the development of social unionism which has cleared the way for legislation that provides for the general welfare.

**THE FORMATION** of the ILGWU in 1900 marked the establishment of the first enduring ladies' garment workers union. The 1903 ILGWU convention, with the example of local benefit operating in Chicago, Baltimore and Philadelphia, recommended that other locals of the union adopt benefit and insurance plans.

The convention the following year repeated the recommendation stating that "our locals shall, as speedily as possible, inaugurate a special fund for sick and out-of-town benefits, as well as insurance in the event of death."

At the 1905 convention, Herman Grossman, who had served as first president of the ILGWU, reported that Local 1 had appropriated \$400 for a sick fund. Max Kirshenbaum told the delegates that Local 9 had \$500 in such a fund.

### Funds Without Funds

But the report for St. Louis Local 16 told the delegates that inasmuch as the local's sick fund "will not pay benefits until July and as the benefits are only \$3 up to the first of the year, 1906, we do not think any member will fall sick to draw the small benefit," until after it goes to \$5 in the new year. To finance the sick fund, which had been raised from 40 cents to 50 cents a month, the delegates of Baltimore was even worse off. Its delegate told the convention that "finances were almost exhausted by benefits paid to strikers. The constitution states that no less than \$100 should be in the treasury as a reserve fund. But on account of our financial condition we were compelled to break this law."

ILGWU Secretary John Dyche understood how such funds could be used by an international union to build its strength and consolidate its membership. Accordingly, he urged the convention to create a general strike fund and to amend the union constitution to provide death and total disability benefits. In the plan adopted by the convention, funds were to be raised through a general assessment by the International Union. The benefit payments to the worker were first to be approved by the General Executive Board.

The death benefit, for workers who joined the union before they were 50, had at least a year of membership and were in good standing was \$50; for two years the benefit was \$75 and for three years, \$100. The disability benefit started with \$100 for those with two years of good standing membership and went to \$200 for those with five years.

It would be another 30 years before the ILGWU would establish and sustain a union-wide death benefit fund. In the years between, the need for such a benefit was faced in two ways. One of these was for individual locals to set up their own funds. Cutters' Local 10, for example, was paying a \$50 death benefit as early as 1904. The other was to rely on fraternal organizations.

**THE WORKMEN'S CIRCLE**, organized in September 1900, reflected some of the visionary spirit Borski had shown a generation earlier. As a fraternal organization outside of the bitter, competitive atmosphere of the shop, it preserved much of the old-world spirit of self-help. With its neighborhood branches, it had cultural, socialistic, old-town appeals for the largest ethnic group in the ILGWU and even drew some of its leadership from the union. Meanwhile, major problems of underserving garment workers and their union continued to be those pertaining to wages, work conditions, health and safety and the terrible uncertainty of seasonal work. These became critical just before 1910 and contributed to the determination with which New York cloakmakers launched their historic walkout in July of that year.

### Progress With Protocol

The collective agreement which ended the 2-month cloak strike included many innovations in the labor-management field. While these did not take the specific form of protective funds, some directly affected the welfare of the worker in ways that may still be recognized in today's contracts.

The agreement—known as the Protocol of Peace—provided cloakmakers with holiday pay for time workers; it set a 6-day, 50-hour work week with double time for overtime and it banned homework. Following the strike in 1913, its principles were extended to the dress industry. In these, and other provisions, the major challenge was to be enforcement.

The pioneering pact also contained a schedule of "standard minimum weekly scale of wages," precursor of a union minimum wage scale. Most important was the provision in the agreement recognizing the responsibility of management as well as union for the health and safety of the workers in the shops.

To implement this responsibility the Protocol set up a tripartite Joint Board of Sanitary Control with public representation. The idea for such a board arose at conferences and negotiations before such eminent men as Louis D. Brandeis, Louis Marshall and Jacob Schiff, who had aided in reaching the agreement. When cloakmaker spokesman Benjamin Schlesinger had charged that shop conditions were dangerously unsanitary, the attorney for the employers suggested formation of a sanitary board.

(Continued In Next Issue)

## 'Unity' Throng Hails Liberal Lindsay-Costello N. Y. Slate

With New Yorkers experiencing the coolest Labor Day weekend in many years, the Liberal-nonpartisan team of John V. Lindsay for mayor, Timothy Costello for city council president, and Milton Mollen for comptroller sent the political temperature soaring as they met with holiday crowds at the beaches and at Unity House, the ILGWU

headquarters in the city. Declaring that "a master plan must be developed to suppress the project-by-project ad hoc thinking which has characterized our city's history," Costello outlined a program whose major tenets emphasized the need for a thorough reorganization of the central city government.

**Modernize Transit**  
The program also stressed proposals for designing the 15-cent fare and modernizing the transit system to achieve better connecting service with regional transit routes, and for broadening educational services provided by the city including a mandate for free tuition at the City University.

Costello has based his campaign for the city council presidency on a pledge, which is reiterated in each of the principles he has formulated, to increase the opportunities for direct participation by the public in formulating government policy and carrying it through in swift and decisive community action. Explaining his belief that this can best be done by the Liberal-nonpartisan ticket headed by John Lindsay, Costello said that while there was general agreement between himself and his running mates, each felt free to



**BANKING P. R. HOPES:** New York ILGers, manning political tables throughout garment center, call more than 50 percent of signatures reported in non-partisan drive for referendum vote on vital Proportional Representation issue. Campaign goal is 50,000 signatures by December 1 to win place on '66 ballot.

vary his emphasis on particular points.

"Our view of a new administration is not that of a monolith reflecting the dictates of a single party or a single individual. In this way, we will be making it clear that it is only the wishes of the people, not the political clubhouse, that are reflected in the government."

In an advertisement based on the Liberty-Party brochure, "New York Can Do Better," which appeared in metropolitan newspapers on September 8, the Lindsay team repeated the importance of recognizing that in this election "we are down to the basic fundamentals of our lives: water, air pollution, safety, housing, human relations and jobs."

Appealing to voters to put aside national party differences in support of the Lindsay-Costello-Mollen ticket, Ben Davidson, executive director of the Liberal Party, explained that in order to effectively master municipal problems, the government will need men who are "pledged to give our city an independent and non-partisan administration."

### Continue PR Push

Despite the volunteer efforts of New York ILGers, who were responsible for bringing in more

than 50 percent of the total signatures gathered in the proportional representation campaign, and support from all the major candidates, Mayor Wagner, and Senators Kennedy and Javits, the campaign committee headed by Franklin D. Roosevelt Jr. failed to muster the necessary 50,000 signatures to have the PR issue placed on the November ballot. ILGers are continuing the petition effort, however, with the hope of reaching the 50,000 mark by December 1 which would insure that PR would be brought up for a deciding vote in the 1966 elections.

## Local Meetings In N.Y. to Hear Liberal Ticket

With the vacation period over and the Liberal-nonpartisan drive on city hall gathering steam, New York ILGers will be utilizing membership gatherings to provide an active forum for the candidates to present their design for good government.

The fall series of discussions will begin on September 22 with Timothy Costello, nonpartisan candidate for city council president, appearing at the featured speaker at the Dressmakers' Local 22 meeting at the Statler Hilton Hotel, 7th Ave. and 33rd St. The meeting is scheduled to begin at 5:30 P.M.

Mayoral candidate John V. Lindsay will address two October meetings at Manhattan center—Local 105 on October 7, and the Blouse, Skirt, and Sportswear Workers' Local 23-25 on October 21. At both meetings, which will begin at 5:30 P.M., Lindsay will be joined by his running mates, Costello and Milton Mollen, candidate for comptroller.

On October 12, David Wells, assistant director of the political department, will discuss the major city and state issues vital to an understanding of this current campaign at the Examiner's Local 182 meeting, at the Clock Joint Board building, 22 West 38th St., 2nd floor, at 5:30 P.M.

### Weekly Songests Head Local 48 Fall Activities

Beginning this month, Italian Cookmakers' Local 48 will resume its Tuesday night cultural meetings as part of the new Fall activities being planned by the local's education department.

The 48 songests have extended an open invitation to all ILGers in the New York area who want to join in the songests. Contact the Education Department, Local 48, 231 East 14 St., Manhattan, for time and place of each weekly singing.

## Voter Enrolling Deadline

Remember, to be able to vote for the Liberal-good government Lindsay-Costello-Mollen team in the upcoming New York City elections, you must be registered!

If you have never voted in New York before, or have changed your address since the last time you voted, or have not voted since 1962 and failed to take advantage of the special mobile registration period this summer, you must register between September 24 and October 2 to be able to vote this November.

Unlike the special summer registration period when only a few locations were available, all regular polling places in New York City will be open during the five-day autumn registration drive, and persons needing to register may do so right in their own home neighborhoods.

These are the dates and times for your final opportunity to register for the city's election:

Friday, Sept. 24: 7:00 AM - 10:30 PM  
Saturday, Sept. 25: 5:00 AM - 10:30 PM  
Thursday, Sept. 30: 5:30 PM - 10:30 PM  
Friday, Oct. 1: 5:30 AM - 10:30 PM  
Saturday, Oct. 2: 7:00 AM - 10:30 PM

Today, one worker in every three is a woman. Three out of five women workers are married. One out of three married women works.

Today, 45 percent of all women age 18 through 64 are in paid employment. Last year 32 million women worked at some time during the year. So we see that working for wages does not end with marriage.

The modern woman can reasonably expect that she will work at some time in her life and so is likely to be both a homemaker and a wage earner.

It is just as important to you to know what your rights are as it is to have those rights. If you don't know what your rights are—at least in general—you won't be able to use them.



# KNOW YOUR RIGHTS!

## WHAT A WORKING WIFE SHOULD KNOW ABOUT HER LEGAL RIGHTS

### What are your rights and responsibilities in your home?

**Who has the right to decide where the family lives?**

Your husband, as the person legally responsible for family support, has the right to make this decision. Unless he agrees to a separate residence, legally you must live where he provides the home, which is usually where he works.

**Who is responsible for family support?**

In almost all states, your husband must support you and the children to the best of his ability. If he is sick or for some other good reason is unable to provide support, then you must support the family to the extent that you are able. In some states, both the husband and wife are legally obligated to pay family expenses.

**What type of support must your husband provide?**

Support includes "necessaries" such as food, clothing, medical care, a place to live, and other things, in accordance with your family's income and position in life.

**If your husband does not support you, what can you do?**

Whether you live in the same house or not, you can charge to your husband everything that is necessary for your support and the support of your children. If you cannot get these "necessaries" on credit, the law in all states makes special provision for the court to help you. If you need advice on the laws in your state, consult the Legal Aid Society or a family service agency.

**Can your husband assign his wages to someone other than you without your consent?**

In many states he cannot arrange for his creditors to collect his wages directly from his employer. However, in some states there are no regulations. It may be helpful to find out if the law in your state permits a husband to assign his wages and, if so, whether the written consent of the wife is required.

**Can your husband mortgage the family furniture as a security for a loan without your consent?**

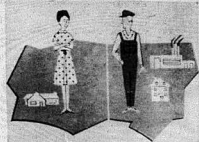
Approximately half the states do not allow furniture to be used as security for a loan without the signature of both husband and wife.

**Does the law protect the family home from being sold by creditors?**

In most states the family home or homestead cannot be sold to satisfy debts, except to pay the mortgage placed on the home to meet the purchase price.

**If your husband is injured in a way that affects your marriage, can you collect damages from the person who injured him?**

Generally, no. However, about a fourth of the



states now permit you to bring a legal action against a third party to recover damages for injuries that interfere with your husband's support or companionship. If you are injured so that you can no longer make and manage a home for your husband and children, in most states your husband can collect damages from the person who injured you.

**Do you have the right to any cash money from your husband for your own use?**

Legally, you have only the right to be supported in accordance with your husband's income and mode of living. Usually, the husband and wife decide between themselves how the money and income will be handled.

**Can you own money or other property separately from your husband?**

Yes. Your separate property may be personal property, such as money, bonds, stock, jewelry, clothing, other personal possessions; real property, like a house or a farm or a piece of land.

**Can you dispose of your separate property without your husband's consent?**

Generally, you may dispose of your personal property in any way that you wish. However, if you wish to sell or mortgage your separate real property in the majority of states it is necessary for both you and your husband to sign the deed or legal paper, just as in many states in order for your husband to sell or mortgage his separate real property, you as well as he must sign the legal document. This is because each of you has a right to inherit a certain portion of the other's real estate and the law gives you the right to sign or refuse to sign.

**Are you legally responsible for your husband's debts?**

Generally, no. You may be responsible, however, if your husband gives you property for the purpose of keeping it out of the hands of his creditors.

**What is your right to a gift your husband gives you, such as a fur coat, jewelry, or a car?**

The gift is yours to keep, sell, or otherwise dispose of. However, if your husband's creditors insist that the gift was given to avoid payment of his debts, you may be called on to prove the gift was not made for this purpose.

**Who owns property bought for family use?**

Whether you work for wages or work in the home, your efforts as a member of the marriage partnership makes it possible for the family to acquire possessions such as a house, furniture, and an automobile. In the community-property states, property acquired by joint efforts during the marriage belongs equally to husband and wife. In other states, it is a wise practice to buy the property in both names; otherwise, it belongs to the person named in the title.

**What are your rights to the property your husband owned before marriage?**

This is his separate property just as what you owned before marriage is your separate property. However, what he owned before marriage may provide you with a better basis of support and credit. Each spouse has certain inheritance rights in the separate property of the other spouse.

**What are your rights to the money your husband gets during marriage as a result of his work?**

In community-property states—Arizona, California, Idaho, Louisiana, Nevada, New Mexico, Texas, and Washington—money that either of you gets through earnings, or investment of earnings, or profits after your marriage goes into a common fund that belongs to both of you. In common-law states you each own what you earn.

**Do you have as much to say as your husband about bringing up the children?**

Yes, in most states you and your husband have equal rights in the care, discipline, education, and rearing of minor children. However, in a few states the husband has the preferred right.

**Can you make a trip, get a passport, and leave the country without your husband's consent?**

Yes.



From pamphlet, "Know Your Rights," publication of which was recommended by the President's Committee on the Status of Women, at the suggestion of the Committee on Civil and Political Rights. "To enable more women to become aware of their legal position." The committee member who originated the suggestion is Mrs. Harriet F. Pilpal, a New York attorney and a co-author, with Missa Post Peyser, of this pamphlet. It was published by the Women's Bureau of the U.S. Department of Labor, of which Mary Dubile Keyserling is director.



## What are your rights and responsibilities on the death of your husband?

**How can you get money for living expenses until your husband's estate is settled?**

In most states, the laws provide that small savings accounts in the husband's name may be taken by the wife right away, before his estate is probated. The limit, usually between \$300 to \$1,000, varies by state. Larger amounts are part of his estate and, as such, must be handled through the courts. This takes time. Your husband's safe deposit box or one you own jointly with him usually will be locked upon his death until certain formal steps are taken. Therefore, it is wise to have money that you can get hold of quickly in emergencies. Money in a joint bank account usually can be drawn on immediately. You may usually cash your husband's last pay check. You have the right to live in the family home for at least 1 year in almost all states. Thereafter, your right to do so depends on the homestead law and the value of the home.

**What rights do you have in the final settlement of your husband's estate?**

If there is no will, then in both the community-property and common-law states, the wife has a right to a share in her husband's separate property. The size of the share depends on whether there are also surviving children, grandchildren, or in some states, parents and other relatives. Either spouse may make a will. In the community-property states, he or she may usually dispose of his half of the community property. In both the community-property and the common-law states, either spouse may dispose of his separate property by will allowing, however, in most states, for the right of the other spouse to reject the will and claim the minimum share which the law says he or she is entitled to receive.

**Does your husband's death affect money or property held in your separate name?**

No. That is yours and is not affected by your husband's death.



## When marriage ends by divorce.

**How can you and your husband take effective action during your lifetimes to protect each other's interests after death?**

The title in which property is held directly affects the right of the surviving spouse to inherit it after the other spouse's death. Depending on your circumstances and what kind of property is involved, there are some arrangements that may be better for you than others. Keep this in mind and get legal advice when you purchase real or other property.

**What about the support of the children after your husband's death?**

It becomes your responsibility. Some states by statute require allowances to be paid out of the estate for the support of minor children. If there is no will, the court will consider the child's welfare in settling the estate. If you or your husband makes a will, neither of you is required, except in Louisiana, to leave any property to your child. In

most states, though, the court may appoint a representative to act for a minor child. Acting



through this representative, the minor child who is not provided for in a will may challenge the will on the grounds of fraud, undue influence, or lack of the parent's capacity to make the will. If the circumstances warrant, if such a claim is proved, the court may award a share of the estate to the child.

**If your marriage breaks up, what is the best way to handle the questions about the children, support, and property that will arise?**

You and your husband each should have your own lawyer. If you do not have one, consult the Legal Aid Society or the local Bar Association. With the help of your own lawyer, you should try to reach an agreement with your husband about the children, support, and property. In most states such an agreement, if it is fair and just, will be accepted by courts and is binding. If you cannot reach an agreement with your husband, then the following questions and answers apply.

## How will your rights and responsibilities be affected by separation or divorce?

**If you are separated but not divorced from your husband and he does not support you, what can you do?**

You may start a legal action for support. Even if your husband leaves your home state, you can sue him there, and other states will enforce the order of your home state's courts. Ask a lawyer or your Legal Aid Society what public or private agency you should consult to enforce this right.

**If it becomes necessary to divorce your husband, will he be required to pay you alimony?**

It depends on the circumstances. All but 2 states permit the court, in its discretion, to award the wife alimony on final divorce. Eleven states also permit the court to award a husband alimony. In

making its decision, the court will review the situation in the particular case.

**Who will be required to support the children?**

The husband's primary responsibility for support of his children is not ended by divorce. However, the wife may be required to assume certain responsibilities, depending on her means and ability to do so.

**If you are legally separated or divorced, do you have as much to say about bringing up the children as your husband?**

Unless you have in some way shown yourself to be an unfit mother, most states will give you the right to have the children live with you and be brought up by you. The courts consider the best interests of the child, and this usually—particularly in the

case of young children—means that the children live with their mother. Of course, unless there is some valid reason to the contrary, the father generally has the right to be consulted on all important questions involving the children, and the court usually grants him the right to visit with them and to have them stay with him from time to time.

**In divorce, how is your family property divided?**

In the common-law states, the court tends to divide the joint property equally and to allow each to keep his or her separate property. In some few states, the person who is legally at fault in a divorce action may lose valuable property rights. In the community-property states, the property is usually divided in the same way. However, in 2 of the 8 community-property states, each party is entitled under the law, to an exact half of the community property irrespective of cause of divorce,

## What are your rights if you take a job outside the home?

**Do you have the right to earn money by working outside your home whether your husband agrees or not?**

Yes. In our democracy married women have the freedom to choose whether to work or not to work. However, partners to a marriage find that a major decision like this requires open and frank discussion between them before a decision is made, since it is essential that the welfare of the children receive primary consideration.

**Does a working mother have any tax offset for child care expenses?**

Yes. The federal law and some state income tax laws permit certain deductions for child care expenses. Talk with your local tax office, a lawyer, or your Legal Aid Society to find out about this. **Can you have a bank account in your own name?**

Yes. In all states, whether you are employed or not, you do not need to have your husband's consent to start a bank account.

**Can you use the money you earn in any way you wish?**

Yes. In most states it is your separate property and you may buy things, or invest your money, or keep

it in your own bank account. However, in the 8 community-property states, earnings belong to the common fund and usually are controlled by the husband.

**Can you make contracts of your own as you wish?** Yes. In most states your right to make contracts is part of your right to own, hold, and sell property in your own name. Some states limit this right in regard to special kinds of contracts. For example, in some states a wife cannot guarantee the payment of another person's debt.

**Can you make a contract with your husband?**

In most states you can, but in some you and your husband can do so only through a third person who acts as trustee.

**If you work in your husband's business, do you have a legal right to be paid?**

No. Legally, in most states your husband does not have to pay you if you work in his business. Some states, however, allow you to make a contract with your husband which obligates him to pay you for working in his business or profession.

**Can you establish a separate business?**

Yes. In most states you may have your own busi-

ness that you can set up and run with your own property and earnings. A few states require court approval for you to do this, and some states require your husband's consent. Also, you are responsible for the debts of your own business; your husband does not have to pay them any more than you have to pay his.

**If your husband borrows money from you, can you make him pay it back?**

Yes, in most states; but you would probably have to bring a legal action to accomplish this. If you have a problem getting borrowed money back, discuss it with a lawyer or the Legal Aid Society.

**If you buy or contribute money toward a major family purchase, such as a car or a television set, what are your rights to ownership?**

Unless there is a title or a record establishing otherwise, such purchases are generally considered to be the property of the husband. It is wise family practice to put the bill of sale in both names. This will help protect your interest in the event your husband dies or the marriage ends in separation or divorce.

# NLRB Upholds Vacation Pay To Barclay-Classic Strikers

As a result of persistence by the Upper South Department, the National Labor Relations Board, in a unique settlement, has upheld the union's contention that the management of the non-union Barclay and Classic Uniform companies should grant the vacation pay due the striking workers, reports Vice Pres. Angela Bannace, department director.

When, last June, the workers involved expressed the fear that they would lose the vacation pay they had coming if they went ahead with plans to carry out the strike, they were promised by Vice Pres. Bannace that the "ILGWU would see to it that they received their vacation pay."

And the union kept its word, though it does not have a contract with the struck firm. When the company was notified of its obligation and responsibility to grant vacation pay to its striking

employees and refused to do so, Joel Ghosht, Upper South organizing director, immediately took the case to the NLRB.

The union charged that the company was discriminating against workers who had fulfilled their employment agreement with the firm and thus were entitled to their vacation pay even though they had gone on strike.

Once it was proved before the NLRB investigator that the workers had complied with each company regulation concerning vacation pay, a ruling was granted in their favor and the management then capitulated and

agreed to pay the stipulated amounts.

Effective strikes against Classic Uniform and the Barclay Uniform Co. are being waged at all the firms' plants in Maryland and Pennsylvania under the leadership of the Upper South and Northeast Departments, and will be continued until the firms cease evasive tactics in attempting to avoid compliance with what NLRB rulings against them and negotiate a collective agreement with the union.

## N.Y. Dress Retirement

Eligible dressmakers employed in New York City dress shops wishing to retire on April 1, 1966, must apply at the Retirement Office, 218-232 West 40th Street, New York City, in Room 312, between 9 A.M. and 4:30 P.M.

Dressmakers employed in shops located outside of New York City, who work on garments for New York dress jobbers, should apply at the local union office in their area.

Registration in New York City will be accepted in the alphabetical order listed. Those whose last names begin with the letters A and B (October 1 to October 11); C thru E (October 13 to October 19); F thru K (October 20 to October 26); L thru Q (October 27 to November 1); P thru S (November 3 to November 9); T thru Z (November 10 to November 16).

If you cannot come in during the period set aside for you, you may register from November 17 to November 30, 1965.

Information on retirement standards for dressmakers may be obtained at the above address or your local union office.



THAT WINNING SPIRIT: Singing union songs, workers walk picket line outside Barclay Uniform Co. in Baltimore, Md. With morale and determination to win at high pitch, effective strike actions are being waged at firm's other plants in state and Pennsylvania.

## HOW TO BUY

by SIDNEY MARGOLIS

## Push Tire Safety Testing For Braking Accident Toll

Everybody knows cheap tires may not be safe. Even original equipment tires may not be adequate for a heavily-loaded car traveling at high speeds. But what is not realized, is that you can buy the most expensive premium tires, and still not be sure of as much safety as would be possible if tires were tested according to the impartial, thorough standards required today.

As did one family, you may find that your premium tires are satisfactory in some respects but not in other and very critical ways. That family bought four of the most expensive, widely-advertised tires on the market. They cost \$90 each. How much safer can you try to be? But on a test road, these expensive tires slipped and skidded. It turned out that these premium tires, while heavy and well made in many respects, tended to slip on wet pavement because of a defect in the rubber compound itself.

A confidential report on the testing methods of one of the leading tire manufacturers, by a group of independent test drivers, found that in many ways the fire company did try to make sincere tests. But there were vital inadequacies in several of the tests, of which the tire company itself may not have been aware.

One of the tests the company made was a "panic stop," with full braking on a wet surface. (In a panic stop, you jam on your brakes until they lock, and hope you'll stop in time.) But in this test the brakes were applied only until the speed was reduced to 15 mph. There was no test of the stopping ability of the tires from 15 mph down to zero. Obviously, a driver wants to be sure he can stop completely in an emergency, not merely slow down to 15 mph.

In another test, the tire company test drivers decelerated to a panic stop from 30 mph. But the independent test drivers felt this test was inadequate, and asked that the panic stop be made at 40 mph.

A third test used by the company was to run the car in a perfect 360-degree circle at increasing speed, until the rear tires lost their adhesion with the road. But the independent test drivers felt this test was inadequate because it failed to also test the directional stability of the front tires.

In general, the tests seemed to the impartial experts to be less than truly necessary in an era of powerful cars and high-speed driving. The fact that this major manufacturer may not have been aware of shortcomings of its tests emphasizes the need for test standards set by an impartial outside agency.

### Action by Congress

Recent testimony before Congress shows that even auto manufacturers' standards for original-equipment tires may not be adequate. Senator Gaylord Nelson (D-Wis.) revealed that a tire industry official admitted to the Federal Trade Commission that tires for a six-passenger sedan are tested on the assumption that there will be only three passengers and no baggage.

To assure adequate standards, Senator Nelson has introduced a bill which would authorize the U.S. Commerce Department to set minimum safety standards, in cooperation with the auto and tire industries. The bill also would require that all tires be labeled according to grade.

Senator Nelson points out that present grade designations used by manufacturers are notoriously confusing. One company put out a tire called "Supreme," then brought out a "Super Supreme," which sold for less than the "Supreme."

What all drivers need to understand is that brakes don't stop the car. Brakes stop the wheels. The tires stop the car. Many drivers give adequate consideration to their brakes but not to their tires.

## Midwest Pollak Pact Nets Raises for 100

Pay increases and higher minimums topped the list of gains for some 100 workers as a result of a new three-year agreement reached recently with the dress firm of Pollak Bros. in Fort Wayne, Indiana, reports Vice Pres. Morris Blalick, director of the Midwest Region.

During the life of the contract, piece workers will get a 10 percent pay increase, cutters will receive a wage hike of 28 cents an hour, and other time workers will get a pay boost of 18 cents an hour.

Also, during the life of the pact, general minimums will be

### Corporation Dividends Continue at Hot Pace

Cash dividends during July continue to mount with their overall rate for the first seven months of the year hitting a steady 11 per cent more than for the same period in 1964.

Gains over the last year were reported by all industry groups for a total of \$10.5 billion as compared with \$9.5 a year ago.

hiked to \$1.60, with a higher minimum for spreaders, and a minimum for cutters that will reach \$2.75.

### Vacation Plan

Moreover, the agreement provides for a paid vacation plan and an additional paid holiday, making a total of six. The paid vacation plan is as follows: one week after one year of employment; a week plus three days after two years of service; two weeks plus one day following three years of employment; and three weeks after 20 years of service.

Speardheading the contract negotiations for the union was Indiana ILGWU representative Norbert Cievel, who was assisted by a committee of Fort Wayne Local 116 members.



IN THE FRONT LINES: With all 45 workers of the Angelwear Manufacturing Co. maintaining a round-the-clock strike to win union recognition and a contract that will end substandard working conditions, long hours and low wages, Vice President Matthew Schenckel, Underarm Workers' Local 62 manager, and Alberto Sanchez, organization director in Puerto Rico (dark suit and glasses), detour en route to GEE meeting at Unity House to instruct pickets at the Bronx firm. The Local 62 drive to bring the non-union company to the bargaining table, backed unanimously by Angelwear employees, has brought operations at the firm to a complete halt. Supervising strike activities is Julius Ramirez, local organizing director, aided by staffers.

## 3 Million 'Exposed' to Label At National Show in Toronto



**ALWAYS A CROWD-PLEASER:** "Spin and Win" game draws crowd to ILGWU booth at recently-held Canadian National Exhibition in Toronto. Visitors to union display get a free spin on carnival-type wheel that ensured them winning a prize. Top prize was lady's blouse. ILGWU members pose are, from left, Leo Ure, Diane Bell, Harry Clairmont, Mary Finlayson, Abe Magerman, Sam Kraisman, manager of Cloak and Sportswear Union, Joe Mack, manager of Dressmakers' Union, Manny Rothman, Nathan Cohen. Similar booths were at exhibitions in other cities.

The promotion of the ILGWU union label among our neighbors to the north received a marked boost when its message was imparted to more than 3 million persons attending the Canadian National Exhibition in Toronto. The outdoor-tenet show, staged at one of the city's large fairgrounds, is an annual event that has been held for over 50 years. This year it ran from August 20 to September 6.

At the ILGWU label display booth set up and manned by union members, thousands of visitors were presented with label samples and pieces of literature. Over 30,000 persons wrote their names and addresses on special cards requesting that further label literature be forwarded to their homes.

The label display booth was manned continuously from 9 A.M. to midnight, closing time, by rotating contingents of ILGWUers. Supervising the union's operation at the exhibition were Joe Mack, Toronto Dressmakers' manager, and Abe Magerman, Local 199 assistant manager.

### 199 Anniversary

Toronto Sportswear Local 199 will mark its 20th anniversary with a gala celebration on November 20 at one of the city's hotels. In addition, the celebration will honor Sam Kraisman, Toronto Cloakmakers' manager, on his 70th birthday.

About 20 years ago, the Toronto Cloth Joint Board noted the development of a sportswear industry in Canada which showed possibilities of tremendous expansion. The joint board conferred with Pres. Dubinsky and Sportswear Local 199 was subsequently chartered.

Under the mentorship of Kraisman, the local has progressed to the point where it is now the largest ILGWU affiliate in Toronto. It has a collective agreement with the Toronto Sportswear Manufacturers' Association with conditions of wages, hours, health and welfare and other benefits equal to many older industries.

On the industrial front, Man-

## Meet Designates GEB Committees Of Current Term

The General Executive Board at its Unity House meeting designated its standing committees for the 1965-68 term. Pres. David Dubinsky, Gen. Secretary-Treasurer Louis Stulberg and First Vice Pres. Luigi Antonini, are also ex-officio members of all committees except where otherwise indicated. Following are the committees and their members:

**Appeal:** David Gindgold (chairman), Israel Breslow, Moe Falkman, Murray Gross, Edward Kramer, E. Howard Molinsani, Louis Nelson, Matthew Schoenwald.

**Education:** Edward Kramer (chairman), Shelley Appleton, Israel Breslow, David Gindgold, Murray Gross, Sol C. Chaikin, Louis Nelson, Charles S. Zimmerman.

**Finance:** Luigi Antonini (chairman), Moe Falkman, E. Howard Molinsani, Louis Nelson, Charles S. Zimmerman.

**Jurisdiction:** Sol C. Chaikin, Murray Gross, Edward Kramer, Louis Nelson, Matthew Schoenwald.

**Personnel Review:** Charles S. Zimmerman (chairman), Louis Stulberg (secretary), Morris Bialis, Sol C. Chaikin, Henoch Mendelsohn, William Ross.

**Scholarship Fund:** David Dubinsky, Louis Stulberg, Sol C. Chaikin, Angela Bambace, Edward Kramer.

**Staff Retirement Fund:** David Dubinsky (chairman), Louis Stulberg, Luigi Antonini, David Gindgold, Henoch Mendelsohn, Matthew Schoenwald, Martin L. Cohen, Max Goldenberg, Joseph Schwartz.

**Union Health Center:** Shelley Appleton (chairman), Moe Falkman, Murray Gross, Henoch Mendelsohn, Louis Nelson, Charles S. Zimmerman.

**Union Label:** Charles S. Zimmerman (chairman), Shelley Appleton, Morris Bialis, Moe Falkman, David Gindgold, Henoch Mendelsohn, Louis Nelson, Matthew Schoenwald.

**Unity House:** Moe Falkman (chairman), Israel Breslow, Sol C. Chaikin, Edward Kramer, Henoch Mendelsohn, E. Howard Molinsani, William Ross, Charles S. Zimmerman.

**Workers' Benefits:** Charles S. Zimmerman (chairman), Shelley Appleton, Israel Breslow, David Gindgold, Henoch Mendelsohn, E. Howard Molinsani, Louis Nelson, Moe Falkman.

To raise an emergency fund of \$250,000—the largest in its history—to meet the critical refugee problem in Vietnam. Most of the fund will go to aid the 100,000 children orphaned by the war there.

This year the IRC is planning

**SCHOLARSHIP COUPON—**  
ILGWU National Scholarship Fund  
Room 604  
1710 Broadway, New York 19, N.Y.

Please send me detailed information about the ILGWU Scholarship Fund.

I plan to enter college in (month) \_\_\_\_\_ (year) \_\_\_\_\_

One of my parents is a member of ILGWU Local \_\_\_\_\_

(City and State) \_\_\_\_\_

My name is \_\_\_\_\_

My address is \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

## Shop Label Steward Drive by Dress Unit



Union Label Steward Bernice De Gregory [right] doublechecks on sewing of labels in garments at the Urban Dress Co.

The Dressmakers' Joint Council has begun an intensive drive to get full compliance with the union label clause of the collective agreement, Vice Pres. Charles S. Zimmerman, the council's general manager, announced last week.

He said that a preliminary survey supervised by Manny Gershner, director of the New York Dress Joint Board's Union Label Committee, indicated that compliance is "now in the neighbor-

hood of 90 percent. But we intend to get as close to 100 percent compliance as possible," he said.

Zimmerman announced that the joint council is now in the process of naming a union label steward in each shop with authority to enforce the contract provision on union labels in the shop.

Each union label steward is being supplied with self-addressed post cards to be used in notifying the union when the shop does not receive labels with garments or when, for any reason, labels are not sewn into garments.

"Under our collective agreement, our members have a right not to work on garments for which they have no union labels," the council's general manager said, "and we mean to invoke this right. But our main effort will be to get full compliance in an orderly and systematic way."

### Compliance Survey

In the survey on label compliance, which is expected to continue through the current season, garments that do not contain a union label are checked back to the jobber, and appropriate action is taken to get compliance, Gershner said. The director of the joint board's Union Label Committee said that, in the survey, union members, some of them retirees, are going from shop to shop and inspecting dresses on the racks.

"Where we had several dresses of the same style without our labels, we conclude that it is non-compliance," he said, "and the necessary action is taken."

But Zimmerman has emphasized that the primary responsibility for enforcing the label clause in the contract rests with the members in the shops. No dress should be permitted to leave a shop unless it has a union label sewn into it, he emphasized.

Success of the union label campaign, he underscored, "means more work for union shops and more money in the pay envelopes of union members."

## Want an ILG Scholarship? Apply Now!

High school students back to class this month for their senior year should already be looking ahead to preparations for beginning college, and sons and daughters of ILGWU members who will be entering college in the fall of 1966 are advised to apply now for the 10 annual \$2,500 scholarship awards being offered by the ILGWU National Scholarship Fund, reports Assistant Pres. Gus Tyler, fund director.

Deadline date for this ninth annual group of awards is December 31.

The scholarships are open to prospective college students who have at least one parent who has been an ILGWU member in good standing for three or more years. Children of officers and employees of the union are not eligible.

Each of the ten awards provides for four years of study at any accredited college and will be dispensed as follows: \$550 the first year, \$600 the second, \$650 the third, and \$700 the fourth.

The next and final date for taking the Scholastic Aptitude Test in time to be eligible for the 1966 awards is December 4. In order to be admitted to the test, application must have been made to the Educational Testing Service, Princeton, New Jersey, at least six weeks before the test date.

SAT application forms, along with detailed information about the ILGWU Scholarship Fund may be obtained by mailing in the coupon at left.



## CUTTERS COLUMN

## Cutters Give '2 for Union' To Every N.Y. High School

(Continued from Page 3)

wished that we could take the young people of today, who will be the citizens and workers of tomorrow, and let them hear how workers talk and what their hopes are—even if only for a minute," said Falkman.

"Now, for \$1 each school, we will make it possible for them to hear two great Presidents. Can you imagine these young people listening to Pauline Newman? Will they be dry-eyed as they listen to Judy Ackerman telling our convention, as she chokes back her own tears, of the price of unionism in the South?" he continued. "It's the best \$1 investment we can make."

With each of the records, the teacher will receive a copy of "Medal for the Union," which tells the story of the ILGWU's fight against tuberculosis and the sweatshop. Enclosed will also be a complete transcript of the recording for the teacher's use.

With each record there will also be a letter addressed to the

teacher. It reads:

Dear Teacher:

Please accept this record with the best wishes of some 200,000 New York garment workers. Many of them have sons, daughters or grandchildren who are your pupils. This record is presented to you in their behalf by ILGWU Cutters' Local 10.

On this record, two great American leaders and two garment workers tell a unique story—one that is filled with hope, striving and achievement. Many of the children in your classes will in time become part of that story. We believe they, as well as you, will be deeply moved by this telling of it.

We also believe that both sides of this record, used separately or together, provide an audio aid especially useful in telling the story of labor in America or the history of immigrant newcomers to our country. All four speakers—Presidents Johnson and Kennedy, and Pauline Newman and Judy Ackerman—talk with stirring personal warmth about a major aspect of American history and life.

There is no other record like this one—direct, documentary, taped on the spot, in which two Presidents tell of labor's responsibilities to the community, and two workers—a pioneer leader and a young worker in the south depict their hopes for the fuller enjoyment of American opportunities.

For your convenience we have enclosed a complete transcript of the record as well as a booklet, "Medal for a Union," which presents highlights of garment worker history.

Sincerely yours,  
MOE FALKMAN  
P.S. Additional copies of "Two for the Union" may be obtained for \$1 apiece, from ILGWU Record, 1710 Broadway, New York, N.Y. 10019.

## Politics Top Item At N'East Seminar

General union matters and political affairs dominated discussions by some 250 members of the Southern New England District Council who attended a recent weekend institute at the University of Connecticut in Storrs.

The ILGers came from Fall River, Mass. Local 178, New Bedford, Mass. Local 361, West Warwick, R.I. Local 232 and Pawtucket, R.I. Local 324.

Principal speakers at the 3-day educational event were Evelyn Dubrow, ILGWU legislative representative; Ralph Reuter, administrative assistant of the Northeast Department; Julius Bernstein, secretary of the Massachusetts AFL-CIO Committee; Joseph Cass, Massachusetts AFL-CIO COPE director; Geneva Mathison, executive director of the National Council on Aging; and Nicholas Russo, director of the Job Corps in New Bedford. Opening address was made by Robert Morris, the university's Dean of Continuing Education.

The seminar program was arranged by Forrest Heckman, district education director.

## ILG Leaders Hail 50-Year Service By I. Schoenholtz

Isidore Schoenholtz, secretary of New York Undergarment and Negligee Workers' Local 62, has retired after 50 years of uniting service to the ILGWU.

An ILGWU vice president in the 1920's, Schoenholtz had been secretary of Local 62 since the general strike of 1933 when he had been asked by Pres. Dubinsky to go to the aid of the struggling local, then known as the whitegoods workers.

General Secretary-Treasurer Louis Stulberg, who during his nine years as Local 62 manager, had worked closely with Schoenholtz, hailed the retiring secretary as a man who had "given freely of himself without thought of enrichment. His entire life was the union."

Paying tribute to Schoenholtz' dedication to the union, Vice



CLOAK HEADLINERS: Pres. Dubinsky chats with Max Lerner, noted educator, as Vice Pres. Henoch Mendelsohn, left, looks on. All three were speakers at cloak education conclave at Unity House.

## Cloak Conclave Eyes Shape of the Future

The shape of things to come—in the American society, in scientific developments, in the affairs of the union—were among the topics under discussion at a cloakmakers' education-recreational weekend at Unity House September 10-12.

The three-day program, whose main theme was "The Future," was the first such venture conducted together by the New York Cloak Joint Board, Cloak Out-of-Town Department, and South Jersey-Philadelphia Joint Board, reports Vice Pres. Henoch Mendelsohn, New York board general manager and COT supervisor.

Some 500 persons, consisting of staff members, local delegates and their families, attended.

## Noted Speakers

Key speakers at the sessions were Pres. David Dubinsky, who spoke to the staff members on various organizational problems and prospects; Max Lerner, noted author, columnist and educator; and Emanuel Piore, chief scientist and vice president of International Business Machines. The lecture meetings were chaired by Assistant Pres. Gus Tyler, director.

Pres. Matthew Schoenwald, manager of Local 62, recalled how "hours of work meant nothing to him when union affairs were at stake," and said the organization would be "eternally grateful to him."



SALUTATIONS: At Local 62 dinner honoring retiring Secretary Isidore Schoenholtz are, standing from left, Jerry Schoen, incoming secretary, Vice Pres. Matthew Schoenwald, local manager, Mrs. Schoenwald, General Secretary-Treasurer Louis Stulberg. Seated with Schoenholtz are Mrs. Stulberg, left, and Mrs. Schoenholtz.

tor of the Political and Education Department.

Max Lerner focused his address on the future of American civilization. He foresaw the development of trans-national means of preserving world peace, an impressive growth in our economy, a greater extension of the welfare state with a marked increase in the good life for all groups, a determined effort to cope with the population explosion, and a more concerted drive toward solving the problems of our ever-growing urban centers.

He concluded by suggesting that the question to be answered by the American people was not whether there is intelligent life in space but whether there is intelligent life on earth to meet the challenges of the future.

## Science Role

Emanuel Piore spoke on the future of science. He stressed the growing importance of science and technology in our cultural, economic and political affairs, placing special emphasis on the growing dependence of business and government on computers.

He stated that the future of our society should not be molded by the designers and manufacturers of computers and other think-machines but rather by an informed citizenry that is aware of the dominant role of science in the modern world.

The recreational activities during the three-day event included the showing of the acclaimed Italian film, "The Organizer," and a Saturday evening theatrical revue featuring ballad singer Willy Holt, folk singer Lynn Gold and classical xylophonist Yoichi Hirakawa.

Another highlight was a hard-fought softball game between the Cloak Joint Board's all-star team, the New York Needlers, and the COT's ace, the Tri-State Trimmers. The Trimmers, skippered by Newark Manager Sam Patis, edged the Needlers, led by New York officer manager and pitcher, Sol Berger, by a score of 9 to 7. The victorious COT Department celebrated its "diamond" triumph by serving hot dogs and pizzas to all, under the culinary supervision of Assistant General Manager Murray Edelstein.



CHEERING STRIKE PROSPECT: Members of New York Cloak and Sportswear Pressers' Local 35 bowing groud cheer as Jack Cohen, chairman of local executive Board, rolls one down the alley. Weekly bowling is part of local's wide-ranging activities program.

# JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

# EDITORIAL PAGE



## THE TIME OF DAY

THE FRONT PAGE of the September 6 issue of Barron's, the national business and financial weekly, is a Labor Day editorial salute—to capital. This switch comes from Barron's belief that "for the tremendous rise in the nation's standard of living . . . capital, not labor, deserves the credit."

Capital, not labor, through vigorous competition and "against all obstacles," has forged ahead with the "task of doing things cheaper and better." Capital, not labor, has enriched American life with its "dedicated pursuit" of innovations. The paper cites the technological triumph of the MicroSeam process which makes possible a non-soldered beer can.

But Barron's is bothered most by the ILGWU's Labor Day advertisement. This pictured a 1909 parade of women demanding the end of the 12½-hour work day. "The ILGWU," says the business weekly, "had nothing to do with winning a shorter work week." It compounds the nonsense by adding that "What made the achievement possible . . . were gains in the productive use of resources."

WHAT MADE THE ACHIEVEMENT possible was the unionization of garment workers, at great cost and sacrifice, to the point at which they were able early in this century to fight for the abolition of the sweatshop.

What made the achievement possible was further unionization to the point at which they were able to end the auction block system of awarding work to lowest-paying bosses employing the most wretchedly exploited workers.

What made it possible was a union strong enough to demand successfully in its 1941 collective bargaining that employers eliminate gross inefficiencies in the management of their shops for which workers were paying the ultimate price.

Workers have known the "blessing" of competition. Competition, free and untrammelled, reigned in the sweatshop where worker competed with worker, breadwinner competed with child labor, employer competed with employer in a mad race with clock, calendar and hunger.

Workers' insistence on a higher standard of living—not necessity—has been the mother of those inventions through which management has sought to get more for each dollar paid out in wages. And it has been their insistence on a shorter work day and week—not management generosity—that has liberated boss and worker alike from the sunup to sundown work day.

BACK IN THE 1860's Ira Steward spread the word that "whether you work by piece or by hour, reducing hours increases pay." In May 1899, Florence Kelley, an Illinois factory inspector, tried to get five cloakmakers' families "working at home to reduce their prices to hours and tell me how much they got. Then it transpired that not one of the families owned a clock. They go by light and dark."

Toward the end of 1932, when the great resurgence of this union was getting under way, a reporter for Collier's magazine toured garment shops in Connecticut. He found that "They have no clocks. Most of the girls in these sweatshops testify that they are even asked not to wear wrist watches. The noon hour? That comes when the boss shuts the power off. Lunch is over as soon as he starts the motor again and yells, 'Back to work!'"

In their historic 1910 strike, the cloakmakers scored a victory which included establishment of a 6-day, 50-hour work week. In the decades since

## UN Needs 'Surgery' Now

By  
CARLOS P. ROMULO

Excerpts from address by former Filipino President, now head of University of Philippines, at recent World Congress of World Federalists.

THE U. N. IS IN TROUBLE. IF WE DO not give it modern power to deal with a modern world, oblivion will come—either gradually by erosion or suddenly in the heat of crisis, but it will come. Each major decision made outside the U. N. by its members could make the U. N. more puny and insignificant. We dare not let it go any further, for even now it drowns in the residue of mankind's quarrels.

Let us face reality, and that reality is this:

The General Assembly has been paralyzed over peacekeeping finances. Progress toward arms control and disarmament seems invisible. The nuclear weapons club grows apace—some experts say there could be another 10 members in 10 years.

Despite the real and dramatic contributions of the many specialized U. N. services, the U. N.'s assault on poverty, hunger, and disease is having trouble bridging the moat that separates the "have" from the "have not" nations. Sadly that moat grows wider every day.

Above all, the U. N. appears to be impotent when the major powers quarrel. The formal veto stifles the Security Council. The informal veto—the refusal to pay dues, the failure to comply—undermines the entire organization. The U. N. still has neither the power nor the

structure to prevent war though the need for it has been intensified with each passing year.

WHAT THEN IS LEFT TO THE U. N.? Under the present charter it is incapable of performing the service that it should in the atomic age. If it is to save humanity from the menace of atomic destruction, then the outmoded charter must be replaced by a timelier constitution for mankind.

I call now for an early review conference under article 109 of the charter. Such a conference would formulate the necessary amendments for submission to the member nations. But such a conference will not come about by itself; it must be made to happen. We must make it happen. And it must result in the granting of sufficient but limited powers to control armaments and prevent the use of force by nations.

I shudder to contemplate the decade ahead should we fail to act. The U. N. probably can not survive another 10 years unless it is strengthened. The need of major surgery can scarcely be delayed any longer. The question remains whether the good sense and good conscience of humanity will be asserted in time to forestall a war of annihilation with atomic weapons. The need is essential—the time is now.

then, this union has battled to cut back the work week to humane dimensions. Although the 35-hour work week now prevails in it, "Somewhere in the vast and spreading geography of the ladies' garment industry," as the General Executive Board noted in its report to the ILGWU convention last May, "the history of our union seems always to be starting anew." That is why the battle goes on.

We think that by next Labor Day, if not sooner, Barron's should do its homework and learn to distinguish between the front and back ends of such "resources" as the hand-gripped, man-pushed carts that are still a symbol of the human bustle of the garment industry. Perhaps then it will salute labor at least one day in the year for its innovation of a better way of life that has led to the ultimate replacement of the overman's whip by machines that magnify workers' productivity. Then, again, who needs their salute?

## A QUIET EXPERIMENT IN BROTHERHOOD

By WALTER F. MONDALE

Excerpts from floor speech last month by Democratic Senator from Minnesota.

IN THE PAST YEAR, WHILE THE EYES OF the world have been too often fixed on the problems of Selma, or Harlem, or Los Angeles, a quiet experiment in racial brotherhood has been taking place in Worthington, a community of 10,000 people in southwestern Minnesota. It has made few headlines, nor have Worthington's citizens sought them. But their achievement can bring inspiration and hope to thousands of communities throughout America.

TEN MONTHS AGO, ARMOUR & CO. OPENED a new meat packing plant in Worthington. The company brought with it a number of workers transferred from other Armour plants, including 39 Negroes. They were the first Negroes ever to live and work in the city.

The people of Worthington were faced with a fundamental challenge—would they live up to the American ideal of fair and equal treatment of all their citizens, or would their new Negro neighbors, like so many elsewhere even today, be

treated as people apart, compelled to carry the weight of unjust discrimination?

The leaders of Worthington recognized this challenge. And instead of waiting to see if trouble would develop, they took determined action to prevent it. Their newspaper, the Worthington Daily Globe, told its readers that the integration of their community was an opportunity for them to demonstrate their fundamental decency. Clergymen preached tolerance and equal opportunity from their pulpits. Community organizations let it be known that they would welcome Negro members.

AN AUTOMATION COMMITTEE, INCLUDING representatives of Armour & Co., the United Packinghouse Workers, and the Amalgamated Meat Cutters, prepared the way with careful advance planning. Home builders and real estate agents, overwhelmingly joined in a policy of open occupancy, determined to prevent the creation of a Negro ghetto in their community. The Minnesota State Committee Against Discrimination offered repeated counsel.

But, most important of all, the citizens of Worthington, by their actions, showed they were willing to put aside their prejudices and judge their new neighbors on their own individual merits. As of July, four Negro families had bought homes—in four different neighborhoods. Six more have rented homes. Many of the workers are planning to move their families to Worthington when the town's present housing shortage is alleviated.

ONE YEAR IS A SHORT TIME. TEN FAMILIES is a small number. We cannot pretend that Worthington has solved its problem for all time; continued good will and cooperation among the townspeople will be essential. Nor can we say that what Worthington has done can be accomplished as easily in Los Angeles, or Selma, or New York, or even Minneapolis.

But for thousands of American communities, Worthington's experiment in brotherhood can be a model of a city facing up to its responsibilities, welcoming its new residents whatever race they may be, living out in practice the best ideals of our American heritage.